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Committee on the Elimination of Discrimination against Women (CEDAW)

CONSIDERATION OF REPORTS SUBMITTED BY STATES PARTIES UNDER ARTICLE 18 OF THE CONVENTION

Second periodic report of States parties

SPAIN*

* For the initial report submitted by the Government of Spain, see CEDAW/C/5/Add.30 and CEDAW/C/5/Add.30/Amend.1; for its consideration by the Committee, see CEDAW/C/SR.89, and Official Records of the General Assembly, forty-second session, Supplement No. 38 (A/42/38), paras. 238-304.

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PART I

1. On 25 September 1987, and for the first time in Spain, a Council of Ministers took note of a plan drawn up in order to ensure that the whole of the female population could attain a genuine situation of equality.

2. This involved the Plan of Action for Equality of Opportunities for Women (1988-1990), drafted by the Steering Council of the Institute for Women's Affairs, designed to ensure that, by means of a series of objectives and actions, the regulatory application of the principle of equality should not only be improved and supplemented but that there should also be a change in the attitudes, lifestyle and social structures that hinder the free development of women's personalities and their active involvement in culture, work and politics.

3. The said Council of Ministers laid down that the Steering Council of the Institute for Women's Affairs should carry out the functions of initiating and following up the measures contained in the Plan which, in each case, were to be adopted by the various ministerial departments.

4. The implementation of this Plan of Action is to be achieved within the social context, as detailed below.

1. WOMEN IN POLITICAL LIFE

5. Politics is a sphere of power, prestige and influence within which women have a minority participation. As in other areas of public life, there is a noticeable trend towards greater participation by women, which is the outcome of a higher educational level; however, there is still in politics a level of sexism which confines women to private life and to housework and to bringing up their children.

6. Among the causes of this low level of involvement is the lack of channels leading to political representation and participation during 40 years of authoritarian government. Nevertheless, a percentage increase in female representation at the last general and autonomous elections has to be pointed out, as a result of the introduction of a system of quotas in the left-wing parties in 1988.

7. As can be seen from the table below, in the Legislature 1986-1989 there were 6.5 per cent women deputies; in the Legislature 1989-1993, the figure is 14.6 per cent, due to an increase in the number of women in the Spanish Socialist Workers Party and United Left. Women make up 10 per cent of the Senators. In the autonomous parliaments the percentage of women has risen from 7 per cent in 1989 to 14 per cent in 1991.

Female participation in the Congress of Deputies during the different Legislatures by political party/parliament group

CONGRESS

1977-1979	Total	Women	%	1979-1982	Total	Women	%	1982-1986	Total	Women	%	1986-1090	Total	Women	%	1989-1993	Total	Women	%
UCD	166	7	4.2	UCD	166	11	6.6	PSOE	202	18	8.9	PSOE	184	13	7.1	PSOE	175	34	19.4
PSOE	118	11	9.3	PSOE	120	6	5.0	AP	108	2	1.9	CP	105	8	7.6	PP	107	10	9.3
AP	16	1	6.3	CP	9	1	11.1	UCD	12										
Min. Catalana	13			CIU	8	1	12.5	CDS	2			CDS	19			CDS	14		
PNV	8			PNV	7			CIU	12			CIU	18	1	5.6	CIU	18	1	5.6
PCE	20	3	15.0	PCE	23	2	8.7	PNV	8	2	25.0	PNV	6			PNV	5		
MIXTO	9			MIXTO	17			PCE	4			IU	7			IU	17	2	11.8
								EE	1			MB	5	1	20.0	MIXTO	14	4	28.6
								ERC	1			EE	2						
												UV	1						
												PAR	1						
												CG	1						
												AI	1						
TOTAL	350	22	6.3	TOTAL	350	21	6	TOTAL	350	22	6.3	TOTAL	350	23	6.5	TOTAL	350	51	14.6

Source: Press Office of the Congress and our own calculations.

Female participatonn in the Senate during the different Legislatures per political party/parliamentary group

SENATE

1977-1979	Total	Women	%	1979-1982	Total	Women	%	1982-1986	Total	Women	%	1986-1090	Total	Women	%	1989-1993	Total	Women	%
UCD/CDS	106	2	1.9	UCD/CDS	119	4	3.4	PSOE	157	10	6.4	PSOE	149	12	8.1	PSOE	128	18	14.1
Socialistas	35	1	2.9	Socialistas	70	2	2.9	AP	68	1	1.5	CP	75	2	2.7	PP	90	7	7.8
AP/CP				AP/CP	3			Others	28			IU	1						
Independient	10			Others	16							CDS	2			CDS	7		
Others	56	1	1.8									CIU	9			CIU	11	1	9.1
Designac. Re.	41	2	4.9									PNV	11			SNV	6		
												AM	1			MIXTO	9	1	
												INDEPEND.	2						
												UM	1						
TOTAL	248	6	2.4	TOTAL	208	6	2.9	TOTAL	253	11	4.3	TOTAL	252	14	5.6	TOTAL	251	27	10.8

Source: Press Office of the Congress and our own calculations.

Female participation in the autonomous parliaments (1986-1991)

	Total parliamentarians			Women			Percentage women/total		
	1986	1989	1991	1986	1989	1991	1986	1989	1991
TOTAL	1 154	1 161	1 178	74	81	165	6.4	7.0	14.01
Andalucia (1990-1994)	109	109	109	5	5	14	4.6	4.6	12.84
Aragon	66	67	67	4	1	5	6.1	1.5	7.46
Asturias	45	45	45	4	5	9	8.9	11.1	20.00
Balearic Islands	54	59	59	3	4	10	5.6	6.8	16.95
Canary Islands	60	60	60	1	1	4	1.7	1.7	6.67
Cantabria	35	39	39	3	3	3	8.6	7.7	7.69
Castilla-Leon	84	84	84	3	3	8	3.6	3.6	9.52
Castilla-La Mancha	44	42	47	1	4	9	2.3	9.5	19.15
Catalonia (1988-1992)	135	134	135	12	15	15	8.9	11.2	11.11
Extremadura	65	64	65	3	2	10	4.6	3.1	15.38
Galicia (1989-1993)	71	71	75	1	1	10	1.4	1.4	13.33
Madrid	94	96	101	12	16	24	12.8	16.7	23.76
Murcia	43	45	45	2	-	5	4.7	-	11.11
Navarre	50	50	50	1	4	7	2.0	8.0	14.00
La Rioja	35	33	33	4	3	7	11.4	9.1	21.21
Comunidad Valenciana	89	90	89	6	5	12	6.7	5.5	13.48
Basque Country (1990-1994)	75	73	75	9	9	13	12.0	12.3	17.33

Source: Our own calculations based on data provided by the autonomous parliaments and the senior post lists.

Female participation in the autonomous parliaments (1991-1995)

	Total parliamentarians	Women	Percentage women/total
TOTAL	1 178	165	14.0
Andalucia (1990-1994)	109	14	12.8
Aragon	67	5	7.5
Asturias	45	9	20.0
Balearic Islands	59	10	16.9
Canary Islands	60	4	6.7
Cantabria	39	3	7.7
Castilla-Leon	84	8	9.5
Castilla-La Mancha	47	9	19.1
Catalonia (1988-1992)	135	15	11.1
Extremadura	65	10	15.4
Galicia (1989-1993)	75	10	13.3
Madrid	101	24	23.8
Murcia	45	5	11.1
Navarre	50	7	14.0
La Rioja	33	7	21.2
Comunidad Valenciana	89	12	13.5
Basque Country (1990-1994)	75	13	17.3

Source: Our own calculations based on data provided by the autonomous parliaments and the senior post lists.

Female participation in the autonomous parliaments according to political party/parliamentary group during the Legislature 1991-1995

ANDALUCIA (1990-1994)	TOTAL	WOMEN	%
TOTAL	109	14	12.8
PSDE	62	11	17.7
PP	26	2	7.7
IU	11	1	9.1
PA	10	0	

ARAGON	TOTAL	WOMEN	%
TOTAL	67	5	7.5
PSDE	30	4	13.3
PP	17	1	5.9
IU	3	0	0
P. ARAGONES	17	0	0

ASTURIAS	TOTAL	WOMEN	%
TOTAL	45	9	20.0
PSDE	21	4	19.0
PP	15	2	13.3
IU	6	3	50.0
CDS	2	0	0
CA	1	0	0

BALEARIC ISLANDS	TOTAL	WOMEN	%
TOTAL	59	10	16.9
PSDE	21	4	19.0
PP	31	6	19.4
PSM-EEM	5	0	0
UIM	1	0	0
FIEF	1	0	0

CANARIES	TOTAL	WOMEN	%
TOTAL	60	4	6.7
PSDE	23	3	13.0
PP	6	0	0
AIC	16	1	6.3
CDS	7	0	0
OTHERS	8	0	0

CANTABRIA	TOTAL	WOMEN	%
TOTAL	39	3	7.7
PSDE	16	3	18.8
PP	6	0	0
UPCA	15	0	0
PRC	2	0	0

CASTILLA Y LEON	TOTAL	WOMEN	%
TOTAL	84	8	9.5
PSDE	35	4	11.4
PP	43	4	9.3
IU	1	0	0
CDS	5	0	0

CASTILLA-LA MANCHA	TOTAL	WOMEN	%
TOTAL	47	9	19.1
PSDE	27	6	22.2
PP	19	3	15.8
PSM-EEM	1	0	0

CATALONIA	TOTAL	WOMEN	%
TOTAL	135	15	11.1
PSC	41	6	14.6
CIU	69	7	10.1
IU	7	1	14.3
POP	6	1	16.7
OTHERS	12	0	0

EXTREMADURA	TOTAL	WOMEN	%
TOTAL	65	10	15.4
PSDE	39	8	20.5
PP	19	1	5.3
IU	4	1	25.0
CDS	3	0	0

GALICIA	TOTAL	WOMEN	%
TOTAL	75	10	13.3
PSDE	28	4	14.3
PP	38	5	13.2
BNG	5	1	20.0
CG	1	0	0
MIXTO	3	0	0

MADRID	TOTAL	WOMEN	%
TOTAL	101	24	23.8
PSDE	41	9	22.0
PP	47	11	23.4
IU	13	4	30.8

MURCIA	TOTAL	WOMEN	%
TOTAL	45	5	11.1
PSDE	24	4	16.7
PP	17	1	5.9
IU	4	0	0

NAVARRE	TOTAL	WOMEN	%
TOTAL	50	7	14.0
PSDE	19	4	21.1
UPN	20	2	10.0
IU	2	0	0
HB	6	1	16.7
EA	3	0	0

LA RIOJA	TOTAL	WOMEN	%
TOTAL	33	7	21.2
PSDE	16	3	18.8
PP	15	4	26.7
P. RIO	2	0	0

VALENCIA	TOTAL	WOMEN	%
TOTAL	89	12	13.5
PSDE	45	9	20.0
PP	31	1	3.2
IU	6	1	16.7
U. VALENCIA	7	1	14.3

BASQUE COUNTRY	TOTAL	WOMEN	%
TOTAL	75	13	17.3
PNV	22	6	27.3
PSDE	16	2	12.5
HB	13	1	7.7
EA	9	1	11.1
EE	6	1	16.7
PP	6	0	0
MIXTO	3	2	66.7

Source: Our own calculations based on data provided by the autonomous parliaments.

Percentage of women out of the total members of parliament according to political party/parliamentary group in the various autonomous parliaments for 1991

ANDALUCIA	%
TOTAL	12.8
PSDE	17.7
PP	7.7
IU	9.1
PA	

ARAGON	%
TOTAL	7.5
PSDE	13.3
PP	5.9
IU	0
P. ARAGONES	0

ASTURIAS	%
TOTAL	20.0
PSDE	19.0
PP	13.3
IU	50.0
CDS	0
CA	0

BALEARIC ISLANDS	%
TOTAL	16.9
PSDE	19.0
PP	19.4
PSM-EEM	0
UIM	0
FIEF	0

CANARIES	%
TOTAL	6.7
PSDE	13.0
PP	0
AIC	6.3
CDS	0
OTHERS	0

CANTABRIA	%
TOTAL	7.7
PSDE	18.8
PP	0
UPCA	0
PRC	0

CASTILLA Y LEON	%
TOTAL	9.5
PSDE	11.4
PP	9.3
IU	0
CDS	0

CASTILLA-LA MANCHA	%
TOTAL	19.1
PSDE	22.2
PP	15.8
PSM-EEM	0

CATALONIA	%
TOTAL	11.1
PSC	14.6
CIU	10.1
IU	14.3
POP	16.7
OTHERS	0

EXTREMADURA	%
TOTAL	15.4
PSDE	20.5
PP	5.3
IU	25.0
CDS	0

GALICIA	%
TOTAL	13.3
PSDE	14.3
PP	13.2
BNG	20.0
CG	0
MIXTO	0

MADRID	%
TOTAL	23.8
PSDE	22.0
PP	23.4
IU	30.8

MURCIA	%
TOTAL	11.1
PSDE	16.7
PP	5.9
IU	0

NAVARRE	%
TOTAL	14.0
PSDE	21.1
UPN	10.0
IU	0
HB	16.7
EA	0

LA RIOJA	%
TOTAL	21.2
PSDE	18.8
PP	26.7
P. RIO	0

VALENCIA	%
TOTAL	13.5
PSDE	20.0
PP	3.2
IU	16.7
U. VALENCIA	14.3

BASQUE COUNTRY	%
TOTAL	17.3
PNV	27.3
PSDE	12.5
HB	7.7
EA	11.1
EE	16.7
PP	0
MIXTO	66.7

Source: Our own calculations based on data provided by the autonomous parliaments.

Female participation in the presiding committees (MESAS) of the autonomous parliaments (1991)

	Members of the presiding committee	Women	Percentage women out of total
Total	91	8	8.8
Andalucia (1990-1994)	7	1	14.3
Aragon	5	0	0
Asturia	5	1	20.0
Balaeric Islands	5	1	20.0
Canary Islands	5	1	20.0
Cantabria	5	0	0
Castilla-Leon	5	0	0
Castilla-La Mancha	5	0	0
Catalonia (1988-1992)	7	2	28.6
Extremadura	5	0	0
Galicia (1989-1993)	5	0	0
Madrid	7	0	0
Murcia	5	1	20.0
Navarre	5	0	0
La Rioja	5	0	0
Comunidad Valenciana	5	1	20.0
Basque Country (1990-1994)	5	0	0

Source: Our own calculations based on data provided by the autonomous parliaments and senior post lists.

Officials of the Central Administration
by Ministry and sex*

	Women	Total	Percentage W/T
Public administration	1 369	2 193	62.4
Agriculture, fisheries and food	2 852	9 510	30.0
Foreign affairs	1 185	2 239	52.9
Social affairs	1 358	2 510	54.1
Culture	1 079	1 657	65.1
Defence	3 389	8 198	41.3
Economic affairs and finance	14 551	29 376	49.5
Education and science	6 966	12 616	55.2
Industry and energy	960	2 036	47.2
Interior	6 858	10 432	65.7
Justice	2 178	10 837	20.0
Public works	2 114	6 367	33.2
Public relations	55	88	62.5
Interparliamentary relations	494	774	63.8
Health and consumer affairs	4 067	7 455	54.6
Labour and social security	21 152	42 069	50.3
Transport, tourism and communications	9 275	54 525	17.0
Total	79 898	202 932	39.4

Source: Statistical bulletin of the Central Registry for Personnel, Ministry of Public Administration, January 1991.

* This does not include teaching personnel, university staff, State security services, armed forces, personnel in the service of the administration of justice and statutory social security staff.

Women Directors-General in the Central Administration by Ministry

	Women	Total	Percentage W/T
Public administration	1	13	7.7
Agriculture, fisheries and food	2	18	11.1
Foreign affairs	1	22	4.5
Social affairs	2	7	28.6
Culture	3	11	27.3
Defence		19	0
Economic affairs and finance	5	49	10.2
Education and science	4	18	22.2
Industry and energy	2	14	14.3
Interior	1	8	12.5
Justice		9	0
Public works	1	14	7.1
Public relations	2	4	50.0
Interparliamentary relations	4	21	19.0
Health and consumer affairs	1	13	7.7
Labour and social security	3	17	17.6
Transport, tourism and communications	1	14	7.1
Total	33	271	12.2

Source: Directors-General in State Administration, Ministry of Public Administration, April 1991.

Women Deputy Directors-General in the Central Administration by Ministry

	Women	Total	Percentage W/T
Public administration	7	67	10.4
Agriculture, fisheries and food	6	92	6.5
Foreign affairs	12	196	6.1
Social affairs	10	29	34.5
Culture	17	45	37.8
Defence		18	0
Economic affairs and finance	55	406	13.5
Education and science	22	94	23.4
Industry and energy	11	66	16.7
Interior	6	53	11.3
Justice		30	0
Public works	6	74	8.1
Public relations	1	15	6.7
Interparliamentary relations	12	66	18.2
Health and consumer affairs	6	55	10.9
Labour and social security	10	95	10.5
Transport, tourism and communications	5	73	6.8
Total	186	1 474	12.6

Source: Officials of the State Administration at level 30, Ministry of Public Administration, April 1990.

Female participation in senior bodies of the public administration

	1987	1990 Absolute	Per cent
Ministers	0	2	11.76
Secretaries of State	0	0	0
Under-Secretaries, Secretaries-General and Government Delegates	1	2	5.56
Directors-General	10.5%	33	12.18
Civil Governors*	3	2	4.44
Deputy Directors-General	15%	186	12.62

Source: Our own calculations.

* No account was taken of the Civil Governors of the uniprovincial Autonomous Communities.

Men and women in political posts in the local administration by political party

	Mayors		Deputy Mayors		Councillors		Total	
	Women	Men	Women	Men	Women	Men	Women	Men
ABSOLUTE								
PSOE	88	2 776	409	4 823	1 470	13 603	1 973	21 228
PP	77	2 289	183	3 042	815	11 328	1 076	16 696
IU	4	136	35	402	170	1 773	209	2 314
CDS	23	642	38	907	305	4 066	366	5 619
OTHERS	55	1 890	206	3 050	892	9 771	1 771	14 955
TOTAL	247	7 733	871	12 224	3 652	40 541	4 795	60 812
PERCENTAGE								
PSOE	1.1	34.8	3.1	36.8	3.3	30.8	3.0	32.4
PP	1.0	28.7	1.4	23.2	1.8	25.6	1.6	25.4
IU	0.1	1.7	0.3	3.1	0.4	4.0	0.3	3.5
CDS	0.3	8.0	0.3	6.9	0.7	9.2	0.6	8.6
OTHERS	0.7	23.7	1.6	23.3	2.0	22.1	1.8	22.8
TOTAL	3.1	96.9	6.7	93.3	8.3	91.7	7.3	92.7

Source: Ministry of Public Administration, Directorate-General for Territorial Cooperation, May 1990, and our own calculations.

2. WOMEN, JUDICIAL AUTHORITY AND THE ADMINISTRATION OF JUSTICE

8. The General Council for Judicial Authority, a body within the Ministry of Justice, includes three women. However, at the present time there are no women in the Higher Court of Justice existing in each of the Autonomous Communities.

In the legal branch, women account for 19.3 per cent of the magistrates, 38.1 per cent of the judges, and 31.18 per cent of the public prosecutors.

Female participation in the organs of judicial authority

General Council for Judicial Authority:	three women;
Supreme Court:	one woman secretary of the Third Court;
National High Court:	one woman magistrate in the Court of Criminal Proceedings;
Higher Courts of Justice:	no women;
Provincial High Courts:	one woman president in the Barcelona High Court.

3. WOMEN IN EDUCATION

9. The educational system is based on the principle of equal opportunity and schooling is compulsory in Spain from the age of six to 14; it is free and coeducational in the public and subsidized schools, and the level of schooling of the female population over 16 years of age is similar to that of the male population. There are differences only between illiterate people of both sexes (3 per cent of men and 7 per cent of women as a total, logically among those who are older).

10. Nevertheless, this differentiation does not apply to the younger generations; it can be said that there has been equality in the levels of education of males and females over the last few years.

11. At the present time the participation of females is virtually the same as that of males at all levels in the educational system. School attendance rates for girls and boys are virtually identical in pre-school and general basic education (EGB), and are very high for both sexes at the secondary level.

12. Translated into proportions this means that while at the pre-school and EGB levels girls account for 50 per cent of the enrolment, they are over-represented (53.5 per cent) for the Polyvalent Unified Baccalaureate (BUP) and the University Orientation Course (COU) levels, contrasting with the lower proportion of students undergoing vocational training (42.7 per cent).

13. There is, however, a trend among girls to choose the arts option at the higher (third) level of the BUP and COU, as compared with sciences.

14. In the higher technical schools, women account for 16 per cent of the students.

Population aged 16 and over, classified by educational level, sex and age

WOMEN	16-29	%	30-44	%	45-59	%	60 and over	%	Total	%
Illiterate	22.5	0.5	68.1	1.8	261.4	7.6	818.5	18.0	1,170.5	7.4
No schooling	64.9	1.5	321.2	8.7	798.8	23.4	1 622.1	35.6	2 806.9	17.6
Primary	556.2	13.1	1 739.4	47.0	1 885.1	55.1	1 859.7	40.9	6 040.4	37.9
Intermediate	2 555.9	60.2	999.5	27.0	315.9	9.2	153.4	3.4	4 024.5	25.3
Vocational training	573.7	13.5	135.7	3.7	24.1	0.7	5.3	0.1	738.8	4.6
Pre-higher	304.1	7.2	247.7	6.7	95.4	2.8	72.9	1.6	720.1	4.5
Higher	169.8	4.0	190.3	5.1	38.2	1.1	18.6	0.4	417.0	2.6
Total	4 247.1	100.0	3 701.9	100.0	3 418.7	100.0	4 550.6	100.0	15 918.2	100.0

MEN	16-29	%	30-44	%	45-59	%	60 and over	%	Total	%
Illiterate	29.1	0.6	41.7	1.2	102.4	3.2	266.1	7.6	439.2	3.0
No schooling	73.5	1.6	238.1	6.6	667.1	21.1	1 201.0	34.3	2 179.7	14.8
Primary	726.1	16.2	1 577.8	44.0	1 709.3	54.1	1 617.9	46.1	5 631.0	38.2
Intermediate	2 634.8	58.8	989.3	27.6	360.0	11.4	224.6	6.4	4 208.6	28.6
Vocational training	673.9	15.0	270.0	7.5	76.7	2.4	27.2	0.8	1 047.7	7.1
Pre-higher	194.2	4.3	207.5	5.8	115.7	3.7	61.9	1.8	579.3	3.9
Higher	150.2	3.4	264.1	7.4	125.5	4.0	108.0	3.1	647.8	4.4
Total	4 481.7	100.0	3 588.5	100.0	3 156.7	100.0	3 506.4	100.0	14 733.3	100.0

Source: Survey of active population, second quarter 1991, INE.

Number of pupils by sex and educational level
(1987-1988 data)

	Total	Women	%	Men	%
Pre-school	1 054 241	518 164	49.2	536 077	50.8
General basic education (EGB)	5 398 095	2 607 007	48.3	2 791 088	51.7
BUP and COU	1 374 730	731 226	53.2	643 504	46.8
Vocational training	759 796	341 310	44.9	418 486	55.1
University instruction	969 508	490 033	50.5	479 475	49.5
University faculties and colleges	646 433	350 976	54.3	295 457	45.7
Higher technical schools	58 812	9 539	16.2	49 273	83.8
University schools	264 263	129 518	49.0	134 745	51.0

Source: Ministry of Education and Science statistics, course 1987-1988, total national territory data provided by INE.

Evaluation of pupils completing general basic education (EGB)

	Females	Males
COURSE 1980-81		
School certificate (EGB)	33.0	36.1
School graduate	67.0	63.9
Total pupils	317 156	331 708
COURSE 1983-84		
School certificate	29.5	34.4
School graduate	70.5	65.6
Total pupils	338 054	343 593
COURSE 1984-85		
School certificate	26.4	34.0
School graduate	73.6	66.0
Total pupils	328 856	339 859
COURSE 1985-86		
School certificate	24.5	30.4
School graduate	75.5	69.6
Total pupils	327 546	352 028
COURSE 1986-87		
School certificate	21.9	26.8
School graduate	78.1	73.2
Total pupils	331 391	341 889

Source: Ministry of Education and Science statistics.

Percentage of pupils completing the BUP and COU courses, classified by course, option and sex (1987-1988 data)

	Percentage females	Percentage males	Total
First BUP	53	47	411 815
Second BUP	53	47	358 710
Third Option A	60	40	120 970
Third Option B	49	51	183 126
Total Third	54	46	304 096
COU Option A	60	40	130 744
COU Option B	48	52	149 913
Total COU	54	46	280 657
Total BUP	53	47	1 355 278

Source: Ministry of Education and Science statistics, Course 1987-1988, total national territory.

Male and female pupils obtaining certificates classified by subject, absolute and percentage (1987-1988 data)

	Famale graduates	%	Male graduates	%
FEMALE SUBJECTS				
Dressmaking and tailoring	3 407	1.03	388	0.09
Hairdressing and cosmetics	28 867	8.71	4 587	1.11
Health	43 135	13.02	12 515	3.03
Domestic science	19 564	5.90	2 249	0.54
MIXED COURSES				
Administration	185 825	56.07	106 798	25.83
Hotel management	3 372	1.02	4 521	1.09
Pharmacy	4 038	1.22	4 285	1.04
Audio-visual	1 274	0.38	3 551	0.86
Textiles	248	0.07	436	0.11
PREDOMINANTLY MALE COURSES				
Agriculture	3 682	1.11	8 987	2.17
Graphic arts	1 104	0.33	2 819	0.68
Drawing	8 587	2.59	20 992	5.08
Leatherworking	380	0.11	556	0.13
Building	130	0.04	858	0.21
MALE SUBJECTS				
Automobile engineering	5 870	1.77	48 376	11.70
Electrical engineering	17 612	5.31	149 241	36.10
Carpentry	569	0.17	4 479	1.08
Sea-fishing	404	0.12	2 229	0.54
Metalworking	3 323	1.00	35 544	8.60
N =	331 391		413 411	

Source: Ministry of Education and Science statistics, course 1987-1988, total national territory.

Trends in number of university students, in thousands

	Women	Men
UNIVERSITY EDUCATION		
1983-1984	357.7	386.4
1984-1985	380.2	405.7
1985-1986	422.5	431.7
1986-1987	452.4	450.0
1987-1988	486.4	474.5
UNIVERSITY FACULTIES AND COLLEGES		
1983-1984	258.3	248.8
1984-1985	275.5	260.9
1985-1986	305.0	273.4
1986-1987	325.8	281.8
1987-1988	347.3	290.7
HIGHER TECHNICAL SCHOOLS		
1983-1984	5.8	42.2
1984-1985	6.6	43.4
1985-1986	7.4	45.1
1986-1987	8.1	46.6
1987-1988	9.5	49.0
UNIVERSITY SCHOOLS		
1983-1984	93.6	95.4
1984-1985	98.0	101.0
1985-1986	110.0	113.1
1986-1987	118.5	121.6
1987-1988	129.5	134.7

Source: University teaching statistics, principal results, course 1987-1988, INE.

Trends in number of university students, numerical index

	Women	Men
1983-1984	100	100
1984-1985	106.3	105
1985-1986	118.1	111.7
1986-1987	126.5	116.5
1987-1988	136	122.8

Source: University teaching statistics, principal results, course 1987-1988, INE.

Trends in number of students in university faculties and colleges, numerical index

	Women	Men
1983-1984	100	100
1984-1985	106.7	104.9
1985-1986	118.1	109.9
1986-1987	126.1	113.3
1987-1988	134.5	116.8

Source: University teaching statistics, principal results, course 1987-1988, INE.

Trends in number of pupils in higher technical schools, numerical index

	Women	Men
1983-1984	100	100
1984-1985	113.8	102.8
1985-1986	127.6	106.9
1986-1987	139.7	110.4
1987-1988	163.8	116.1

Source: University teaching statistics, principal results, course 1987-1988, INE.

Trends in number of students in university schools, numerical index

	Women	Men
1983-1984	100	100
1984-1985	104.7	105.9
1985-1986	117.5	118.6
1986-1987	126.6	127.5
1987-1988	138.4	141.2

Source: University teaching statistics, principal results, course 1987-1988, INE.

4. WOMEN AND LABOUR MARKET

15. The active female population in the second quarter of 1991 attained a total of 5,302,300, representing 35.3 per cent of the total active population.

16. Within the total active population it is necessary to distinguish between those who follow an occupation and those who do not and who declare themselves to be unemployed. Out of the total number of active women, 4,073,000 were employed (76.8 per cent), and 1,229,400 were unemployed. This represents a female unemployment rate of 23.2 per cent, as against 11.9 per cent for men.

Active population of 16 or more years of age classified according to economic activity and sex

	Women	%	Men	%	Total	%
Population 16 years of age or more	15 918 200	51.9	14 733 300	48.1	30 651 600	
Active population	5 302 300	35.3	9 708 000	64.7	15 010 300	49.0
Inactive population	10 615 900	68.8	4 804 200	31.2	15 420 100	50.3
						100.0
Employed	4 073 000	76.8	8 549 200	88.1	12 622 100	84.1
Unemployed	1 229 400	23.2	1 158 800	11.9	2 388 200	15.9
						100.0

Source: Survey of active population, second quarter of 1991, INE.

Changes in the level of female and male activity

17. The two groups show different patterns of change. Although both are affected by the reduction in the length of the working life, the female population enters the labour market at a later age and leaves it earlier. However, this fact is being neutralized as the new generations of women enter the labour market, hence we find that as opposed to 27.84 per cent in 1985 and 32.1 per cent in 1987, the level of female activity has now reached 33.3 per cent.

18. Although the level of activity of younger women between 16 and 24 years of age is higher than the average (67 per cent), it continues to be comparatively lower than that for men (72 per cent), especially in the age groups in which one observes a percentage difference of more than 10 points, a fact that is reflected by the following statistical tables.

Level of activity and unemployment according to age

	Women	Men	Total
Activity level	33.31	65.89	48.97
Unemployment level	23.19	11.94	15.91

Source: Survey of active population, second quarter of 1991, INE.

Participation in the active population
by sex and age

	Both sexes	Women	Men
TOTAL	49.33	33.51	66.48
16-19	31.77	30.42	33.04
20-24	67.34	61.44	72.82
25-29	79.38	65.84	92.39
30-34	76.75	57.57	96.70
35-39	72.85	50.05	96.98
40-44	68.84	41.91	95.82
45-49	63.16	35.23	93.47
50-54	59.24	30.19	89.53
55-59	48.14	22.48	76.83
60-64	30.33	15.71	46.37
65-69	5.75	3.85	7.96
70 and over	0.93	0.68	1.33

Source: Survey of the active population, fourth quarter of 1990, INE.

Trends in levels of male and female activity (%), yearly average

	Women	Men
1965	23.9	82.5
1970	23.3	79.5
1975	27.6	76.4
1980	27.1	72.2
1985	27.8	68.7
1987	31.0	67.9
1988	32.5	66.9
1989	32.7	66.6
1990	33.3	66.7

Source: "Social position of women in Spain", Institute for Women's Affairs, Madrid, 1987; Bulletin of Labour Statistics, April 1991; Ministry of Labour and Social Security.

Active population employed in major activity sectors by sex (in thousands), male/female ratio

	Both sexes	Women	Men	Ratio
First quarter of 1990				
TOTAL	12 481.9	3 930.8	8 551.1	0.46
Agriculture	1 574.6	437.4	1 137.2	0.38
Industry	2 981.4	639.0	2 342.4	0.27
Construction	1 174.2	35.6	1 138.6	0.03
Services	6 751.8	2 818.9	3 932.9	0.72
Second quarter of 1990				
TOTAL	12 556.5	3 998.9	8 557.6	0.47
Agriculture	1 498.5	405.2	1 093.2	0.37
Industry	2 991.0	668.8	2 322.1	0.29
Construction	1 214.6	39.4	1 175.1	0.03
Services	6 852.5	2 885.4	3 967.1	0.73
Third quarter of 1990				
TOTAL	12 656.9	4 031.8	8 625.1	0.47
Agriculture	1 448.3	396.0	1 052.3	0.38
Industry	2 979.1	66.3	2 315.8	0.29
Construction	1 245.1	38.2	1 206.9	0.03
Services	6 984.4	2 934.3	4 050.1	0.72
Fourth quarter of 1990				
TOTAL	12 619.8	4 049.6	8 570.1	0.47
Agriculture	1 420.5	392.7	1 027.8	0.38
Industry	2 960.9	642.3	2 318.6	0.28
Construction	1 247.9	41.8	1 206.1	0.03
Services	6 990.5	2 972.8	4 017.7	0.74

Source: Survey of the active population, INE.

Active population by branch of activity and sex, male/female ratio

	Both sexes	Women	Men	Ratio
TOTAL	12 619.8	4 049.6	8 570.1	0.47
Agriculture, stock-breeding, hunting, forestry and fisheries	1 420.5	392.7	1 027.8	0.38
Energy and water	141.2	9.6	131.5	0.07
Mining and transformation of non-energy minerals and derived products; chemical industry	450.6	62.0	388.6	0.16
Metal processing industries, precision mechanics	930.6	99.1	831.5	0.12
Other manufacturing industries	1 438.5	471.6	966.9	0.49
Construction	1 247.9	41.8	1 206.1	0.03
Trade, catering and hotel management, repairs	2 805.5	1 115.8	1 689.7	0.66
Transport and communications	730.9	84.8	646.1	0.13
Financial and insurance institutions, services for firms and hiring	704.6	220.8	483.8	0.46
Other services	2 749.6	1 551.5	1 198.1	1.29

Source: Survey of the active population, fourth quarter for 1990, INE.

5. WOMEN AND HEALTH

19. In the past the objectives of the health strategy for women were pregnancy, womanhood, family planning and, to a lesser extent, certain aspects of industrial health. Today these objectives have been extended as a function of the involvement of women in society, the recognition of maternity and the importance of their double role as both agents and patients in the health system, together with incorporation into the labour market.

20. The mortality rate is lower among women than among men, the highest mortality rate among women being due to breast cancer.

21. The infant mortality rate is one of the lowest in the world.

22. The function of women as agents of health is due to their role as transmitter and purveyor of knowledge pertaining to health and as professionals in the health system.

Mortality by cause and sex, male/female ratio

1986	Both sexes	Women	Men	Ratio
All causes	310 413	147 452	162 961	0.90
Total malignant tumours	68 069	27 050	41 019	0.66
Malignant breast tumour	4 607	4 561	46	99.15
Malignant tumour of the tracheae, bronchi and lungs	11 650	1 274	10 376	0.12
Malignant tumour of the cervix uteri	395	395		
Ischaemial heart disease	31 401	12 597	18 804	0.67
Cerebral vascular disease	45 810	26 904	18 906	1.42
Diseases of the circulatory system	135 888	73 673	62 215	1.18
Traffic and car accidents	6 212	1 540	4 672	0.33
Suicides and self-inflicted wounds	2 755	723	2 032	0.36
Homicide and inflicted wounds	369	91	278	0.33

Source: Natural movement of the Spanish population, 1986, INE.

Infant mortality rates (per 1,000 births)
by sex

	Both sexes	Girls	Boys
1900		194.70	213.30
1910		140.40	157.30
1920		157.60	172.10
1930	117.10	109.50	124.10
1940	108.75	118.00	133.30
1950	64.16	61.80	71.10
1960	35.30	37.00	46.90
1970	20.78	22.90	29.50
1975	18.88	16.80	20.90
1979	14.27	12.55	15.88
1980	12.34	10.66	13.89
1981	12.47	10.86	13.93
1982	11.29	10.13	12.35
1983	10.89	9.82	11.88
1984	9.87	8.77	10.88
1985	8.92	7.82	9.95
1986	9.20	8.08	10.25
1987*	8.99		
1988*	8.08		

Source: Natural movement of the Spanish population, INE.

* Provisional figures.

Contraception and voluntary termination of pregnancy

23. As far as knowledge and use of contraceptive methods is concerned, it turns out that 98.6 per cent of all Spanish women between 18 and 49 years of age know of at least one effective method of contraception.

24. However, there is no direct relationship between knowledge of the methods and their practical application. Sixty-six per cent of the women asked had used some method or other, according to the fertility survey of 1985. Of those who did not use contraceptives (remaining 33 per cent), the distribution was as follows:

- 22.23 per cent had used them previously, but not now;
- 29.06 per cent were now using an effective method;
- 15.25 per cent were now using an ineffective method.

25. The amendment of article 417 of the Criminal Code in 1985 legalized abortion in Spain under certain circumstances: risk to the life or health of the mother; pregnancy as a result of rape, and assumption that the foetus would be born with serious physical or mental defects. From that time, up to 31 December 1989, the Ministry of Health and Consumer Affairs has record of 73,353 voluntary interruptions of pregnancy carried out under the protection of the law.

Changes in time of voluntary interruptions of pregnancy carried out in Spain

	National total
1987	16 766
1988	26 069
First half of 1989	15 793

Source: Voluntary interruption of pregnancy, 1988 and first half of 1989, Ministry of Health and Consumer Affairs.

Percentage distribution of non-pregnant women according to the reason why they did not use a contraceptive

	Percentage
All non-pregnant women	100
Yes, they have used one	66.26
No, they have not used one:	
All women who have not used one	33.74
Who have not had sexual intercourse	19.49
For moral or religious reasons	2.85
Who wish to have more children	3.42
Other reasons, unable to say, unable to answer	7.98

Population: Women neither pregnant nor sterilized without contraceptive purposes.

Source: Survey of fertility, 1985, INE.

Percentage of pregnancies due a mistake during the use of contraceptive methods

Percentage	10.70

Source: Survey of fertility, 1985, INE.

Percentage distribution of women according to the degree of medical supervision of the use of contraceptive methods

	Percentage
Total	100
Never any supervision	56.53
Periodic supervision	37.97
Only when experiencing some disturbance	5.50

Source: Survey of fertility, 1985, INE.

Percentage distribution of women exposed to risk of pregnancy according to present use of contraceptive methods and age

	Total	Not used	Methods now used					
			Pill	IUD	Condom	Rhythm	Withdrawal by male	Other methods
Total	100	52.51	13.95	4.83	10.85	3.08	12.97	1.83
18-19 years	100	88.96	4.25	0.16	3.36	0.18	2.12	0.97
20-24 years	100	63.96	17.87	2.42	7.83	0.96	5.26	1.70
25-29 years	100	42.18	25.12	5.85	13.70	1.76	9.40	2.00
30-34 years	100	37.38	18.21	10.04	14.42	4.22	14.00	1.73
35-39 years	100	42.19	10.41	6.42	15.40	4.89	18.59	2.10
40-44 years	100	50.03	5.43	5.13	10.22	5.84	21.77	1.57
45-49 years	100	58.92	3.33	1.00	6.64	4.25	23.23	2.63

Source: Survey of fertility, 1985, INE.

Average age of women at the beginning of certain stages in life

	Age
When contracting the first marriage	22.59
When bearing the first live child	23.78
When bearing the second live child	26.71
When bearing the last live child	28.41

Source: Survey of fertility, 1985, INE.

6. CIVIL STATUS

27. According to the 1986 population census, the civil status of Spanish women is distributed as follows:

- Single: 43.48 per cent
- Married: 45.98 per cent
- Widowed: 9.47 per cent
- Separated: 0.81 per cent
- Divorced: 0.26 per cent.

28. The marriage rate in Spain has declined progressively, with the accent on the population segment between 25 and 35 years of age. This is explained by the increase in cohabitation outside matrimony.

29. It can be seen that the age of matrimony has risen in all cases, but women continue to marry younger than men.

Family situation for Spanish women

	1981	1986	%
Single women	8 527 421	8 520 232	43.48
Married	8 703 136	9 010 292	45.98
Widowed	1 814 661	1 856 307	9.47
Divorced	146 403	50 651	0.26
Separated		157 868	0.81
			100.00

Source: 1981 population census and municipal register of inhabitants, 1986, INE.

Marriage: absolute figures and variation index

Year	Marriages	Variation index (Base 100 = 1975)
1975	271 347	100
1976	260 974	96
1977	262 015	97
1978	258 070	95
1979	246 349	91
1980	220 674	81
1981	202 037	74
1982	193 319	71
1983	196 155	72
1984	197 542	73
1985	199 658	74
1986*	203 394	75
1987*	210 098	77
1988*	214 898	79

Source: 1989 Statistical Yearbook and natural movement of the population, provisional data for 1988, INE and our own calculations.

* Provisional figures.

Marriages per thousand inhabitants

Year	Marriage rate
1972	7.64
1973	7.75
1974	7.63
1975	7.64
1976	7.26
1977	7.20
1978	7.02
1979	6.64
1980	5.88
1981	5.35
1982	5.09
1983	5.14
1984	5.15
1985	5.16
1986*	5.26
1987*	5.41
1988*	5.54

Source: 1989 Statistical Yearbook and natural movement of the Spanish population, provisional data for 1988, INE.

* Provisional figures.

Civil decrees for separation
(absolute and percentages)

	1981	1982	1983	1984	1985	1986	1987	1988	1989
Mutual agreement	3 105	5 819	6 951	8 610	9 910	11 205	13 317	15 075	15 980
Legal grounds	13 406	11 626	12 700	13 614	15 136	16 348	17 836	18 165	18 692
Total	16 511	17 445	19 651	22 224	25 046	27 553	31 153	33 240	34 672
Percentage									
Mutual agreement	18.81	33.36	35.37	38.74	39.57	40.67	42.75	45.35	46.09
Legal grounds	81.19	66.64	64.63	61.26	60.43	59.33	57.25	54.65	53.91

Source: Report submitted by the General Council for Judicial Authority to the General Parliament, July 1989 (Year 1989, data provided by the Council itself).

Civil decrees for divorce
(absolute and percentages)

	1981	1982	1983	1984	1985	1986	1987	1988	1989*
Mutual agreement	3 650	8 418	7 540	7 154	7 431	7 877	8 629	9 683	9 935
Legal grounds	5 833	13 045	11 766	10 502	10 860	11 357	12 697	12 766	13 125
Total	9 483	21 463	19 306	17 656	18 291	19 234	21 326	22 449	23 060
Percentage									
Mutual agreement	38.49	39.22	39.06	40.52	40.63	40.95	40.46	43.13	43.0
Legal grounds	61.51	60.78	60.94	59.48	59.37	59.05	59.54	56.87	56.9

Source: Report submitted by the General Council for Judicial Authority to the General Parliament, July 1989 (Year 1989, data provided by the Council itself).

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* Translator's note: The figures are incomplete in the original submitted; a final digit has been added where necessary by the translator.

Reports to the police of maltreatment of wives by husbands in 1988

	Mental cruelty	Physical maltreatment	Mental and physical cruelty	Total
Barcelona	508	744	530	1 782
Bilbao	173	209	299	681
Granada	338	310	637	1 285
La Coruña	123	153	267	543
Madrid	673	1 060	1 096	2 829
Oviedo	253	265	390	908
Palma de Mallorca	69	278	72	419
Pamplona	15	50	35	100
Tenerife	212	279	266	757
Seville	622	704	701	2 027
Valencia	278	587	634	1 499
Valladolid	106	155	246	507
Zaragoza	70	88	149	307
Total	3 440	4 882	5 322	13 644

Source: Our own calculations based on data provided by the Ministry of the Interior.

Reports to the police of maltreatment of wives by husbands in 1989

	Mental cruelty	Physical maltreatment	Mental and physical cruelty	Total
Barcelona	613	1 230	582	2 425
Bilbao	229	249	209	687
Granada	464	465	1 190	2 119
La Coruña	190	183	387	760
Madrid	1 006	1 376	1 544	3 926
Oviedo	231	233	581	1 045
Palma de Mallorc	27	158	201	386
Pamplona	21	53	41	115
Tenerife	418	344	499	1 261
Seville	892	699	845	2 436
Valencia	381	577	728	1 686
Valladolid	148	131	213	492
Zaragoza	102	139	159	400
Total	4 722	5 837	7 179	17 738

Source: Our own calculations based on data provided by the Ministry of the Interior.

Reports to the police of maltreatment of wives by husbands

1990*

	Mental and physical cruelty	Mental cruelty	Physical maltreatment	Total for maltreatment
Barcelona	587	649	717	1 953
Bilbao	139	163	244	546
Granada	1 076	385	455	1 916
La Coruña	380	158	149	687
Madrid	1 477	803	1 122	3 402
Oviedo	541	264	243	1 048
Palma de Mallorca	228	4	26	258
Pamplona	27	24	67	118
Santa Cruz de Tenerife	507	388	296	1 191
Seville	713	857	736	2 306
Valencia	673	320	426	1 419
Valladolid	222	147	150	519
Zaragoza	110	88	93	291
Total	6 680	4 250	4 724	15 654

Source: Ministry of the Interior, Director-General for Police and our own calculations.

* There are no data for July.

Advisory centres

	Advisory centre	Centre for information on human rights
Alava	1	
Albacete	3	
Alicante	3	
Almeria	3	
Asturias	3	1
Avila		
Badajoz	3	
Barcelona	8	
Burgos	2	
Caceres	2	1
Cadiz	5	
Castellon	1	
Cueta	1	
Ciudad Real	5	
Cordoba	1	
Cuenca	1	
Gerona	1	
Granada	4	
Guadalajara	1	
Guipuzcoa		
Huelva	1	
Huesca		
Jaen	1	
La Coruña	3	1
La Rioja	1	
Las Palmas	1	1
Leon	3	
Lerida	2	
Lugo	2	
Madrid	10	1
Malaga	3	
Melilla		
Murcia	9	
Navarre	1	
Orense	1	
Palencia		1
Palma de Mallorca	1	1
Pontevedra	1	
Salamanca	1	
Santander	1	1
Segovia	1	
Seville	4	1
Soria	2	
Tarragona	1	
Tenerife	6	
Teruel		
Toledo	2	1
Valencia	3	
Valladolid	1	
Vizcaya	7	
Zamora	1	
Zaragoza		1
National total	118	11

Source: Our own calculations, October 1990.

Development of the First Plan of Action for Equality of Opportunities for Women

30. The activities envisaged under the First Plan of Action for Equality of Opportunities for Women were aimed at serving as an instrument for interlinking and encouraging policies intended to correct the imbalances between the sexes by developing an integral and specific policy for women as part of the objectives of the Government's general policy, in relation to the following areas of activity.

1. Legal system

31. With regard to this point, the action contained in the Plan has been aimed at completing the adaptation to our legal system of the constitutional principle of non-discrimination on the basis of sex.

Civil Code:

The most important amendments have been made through the promulgation of Law 11/1990 of 15 October on reform of the Civil Code in application of the principle of non-discrimination on the basis of sex.

32. The said Law aims at eliminating discrimination that for reasons of sex still persists in civil legislation as well as at improving the regulatory implementation of the constitutional principle of equality (articles 14 and 32 of the 1978 Constitution). In this sense it introduces the following amendments:

- Articles 9.2, 3, 5 and 8 of the Civil Code, in such a way that the effects, both personal effects and those acquired by marriage, in default of the common national law, are no longer regulated by the personal provisions governing the husband, but by those pertaining to a common habitual residence, and in default thereof, by those governing the place of marriage.

- It is laid down that marriage shall no longer alter the civil residence (article 14), in such a way that a married woman does not have to move to her husband's residence, and may retain her own in such a case by declaring it at the registry office within one year from publication of the Law.

- Elimination of the preference accorded to the husband to receive in a hereditary partition the original title of an acquisition or ownership including estates allocated to various coheirs (article 1,066), which remain, in default of agreement, in the possession of whoever happens to be in line.

- The need to note the sex of the person involved in describing intimidation (article 1,267) is eliminated, the age and state of the person alone being relevant.

- The preference of the mother with regard to looking after children under seven years of age (article 159) is cancelled, it being laid down that the judge shall decide, always for the good of the children, on the progenitor in whose care under-age children shall remain.

Furthermore, the living allowance which should be allocated to the children will include not only minors but also the children who, being of age, are without work.

- Finally, it has to be pointed out that the term "woman" has been replaced by "spouse" and the term "honra" (modesty) has been replaced by "honor" (honour).

34. Criminal Code:

Approval of the Constitutional Law governing the updating of the Criminal Code (Law 3/1989 of 21 June) brings certain amendments in the following areas:

- Article 425 establishes the offence of maltreatment (which used to be described as a misdemeanour) which is punished by imprisonment for 1-6 months in the case of domestic maltreatment, whatever its nature, provided it is habitual, and it is now extended to cover the spouse or person to whom the latter is bound by a similar relationship of sentiment, as well as to children subject to parental authority, pupils, minors or disabled persons under de facto tutelage or guardianship.

- Article 428 legalizes the sterilization of disabled persons under certain circumstances.

- Article 429 has been amended to cover the description of rape.

- Article 430 amends the regulations covering the offence of indecent abuse.

Labour legislation

35. As part of the reform of the legal system mention should be made of other provisions which have affected labour legislation:

- Royal Legislative Decree 521/1990, approving the articulated text of the law governing labour procedure, which includes the reversal of the burden of proof in those court cases in which the plaintiff alleges discrimination on grounds of sex, it being up to the defendant to provide objective and reasonable justification for the measures adopted and their proportionality, through the evidence that is considered appropriate.

36. The Royal Decree which includes, furthermore, in article 95.3 the eventuality that when a question of discrimination on grounds of sex has arisen during the proceedings, the judge or tribunal may request a legal opinion from the competent public authorities.

- Law 3/1989, by which maternity leave is extended to 16 weeks, and measures are established for promoting equality in the treatment of women at work.

37. The mentioned Law lays down that all workers shall be entitled to a period of absence of not more than three years to look after each child. When

the father and the mother are both working, only one of them may enjoy this right, and will have the right to retain his workplace and that the period mentioned should be computed for purposes of seniority.

38. On the assumption of childbirth, the suspension shall last 16 weeks. The period of suspension shall be distributed as desired by the interested party, providing that six weeks come immediately after childbirth. In a case in which the mother and father are both working, the father may enjoy up to four of the final weeks of leave.

39. The same Law proclaims the right to self-respect by female workers in face of sexual offences.

- Royal Decree 1609/87 by which the scale of rates applicable to the old age pension under the special social security regulations for those employed at home is made equal to the general regulations.

- The Order of 11 May 1988, which amends the scale of permanent non-disabling injuries so as to delete from them those forms which contained any reference to unequal treatment on grounds of sex.

2. Education and culture

40. Various forms of action have been taken within this area. Under an agreement signed between the Ministry of Education and Science and the Institute for Women's Affairs, a publication entitled "Recommendations for non-sexist use of language" has been drafted and national awards have recently been introduced for non-sexist teaching material ("Emilia Pardo Bazán).

41. For the purpose of encouraging a change in attitude among the teaching staff by increased awareness and initial and ongoing training, various seminars are being held together with the university teacher training colleges; the first non-sexist education days were held in May 1987 in Madrid, together with the first European competition "for a better non-sexist poster".

42. In order to publicize and provide information on the Plan for Equality of Opportunities, folders have been sent to all the educational centres enclosing a copy of the "Manual of action: how to arrive at the practice of equality", a document from the European Community translated and published by the Institute for Women's Affairs and to be used as a guide to activities at the educational centres.

43. The Ministry of Education and Science is calling for assistance for innovation projects, establishing equality of opportunity for children of both sexes as one of the priority topics.

44. The Institute for Women's Affairs, via the regulations governing its subsidy schemes, is promoting projects for activities geared to increasing the awareness of persons taking part in the educational process, preparation of non-sexist teaching material and experiments in research and activity in that area. Similarly, it periodically calls for economic assistance to promote research in topics related to the position of women.

45. Within that area various courses have been given - some of them on one subject only ("women and education"), others related to vocational training -

for the benefit of women living in difficult circumstances as part of the FIP (vocational training and integration) plan, together with the training of 150 male and female school counsellors, which includes a model for non-discriminatory orientation.

46. Furthermore, the first adult education days have been held for the purpose of studying the problems specific to this sector and working out a general frame of reference for programming women's education.

3. Employment and labour relations

47. In 1987 the Institute for Women's Affairs made various statistical studies on female labour activity and also produced reports entitled the Social Situation (1986-1990) in order to analyse the behaviour of women on the labour market.

48. Various agreements have been signed between the Ministries of Labour and Social Security and the Institute for Women's Affairs. One of them is aimed at encouraging, coordinating and evaluating all the research that is carried out by two Ministries (Ministry of Social Affairs and Ministry of Labour and Social Security).

49. One section of the collaboration agreement is designed to promote vocational training and the employment of women, and various projects are being carried out for this purpose within the area of vocational guidance and promotion of employment.

50. Other programmes put into effect in this area have been:

- Action in various provinces of Spain by labour promotion teams which carry out the work of guidance and information by giving courses for women in methods of seeking employment and by making studies on market prospects;

- Women's training courses for the establishment of a computerized advice centre for small and medium-scale enterprises;

- Courses connected with the vocational training and integration plan (FIP plan) known as "consultants on equality of opportunities";

- A course for women to be trained in business management has been organized and financed by the European Social Fund;

- Adaptation to Spain of the "retravailler" method with the training of two monitors in France for the application in Spain of the procedures that are part of that technique.

51. To promote the equalitarian presence of women at various levels of the public administration, especially in posts with greater responsibility, the Ministry of Public Administration and the Institute for Women's Affairs are part of the Directing Committee of Women in Higher Public Office. Among the agreements adopted mention should be made of one to promote activities enabling women to have access to the highest levels of responsibility in public office in the countries of the EEC.

52. Furthermore, the Department of Public Administration will include directive 76/207 EEC in the request for applications for vacancies; this directive relates to the application of the principle of equality of treatment for men and women in the access to employment, training and professional advancement as well as working conditions.

53. There are various legislative measures which affect women in the area of the labour market:

- Ministerial Order of 21 February 1986 regulates the recruitment of women in occupations in which they are under-represented, which includes subsidies to enterprises of up to 500,000 pesetas per contract as an incentive for recruitment;

- Order of 4 April 1989, which regulates the national plan for vocational training and integration and the vocational training courses to be given by the collaborating centres of the National Employment Institute. This Ministerial Order sets forth a vocational training programme in those types of work in which women are under-represented;

- Order of 13 March 1991 regulates the conditions governing the vocational training programme geared to single women with family responsibilities, under which the Institute for Women's Affairs is carrying out the experimental training programme for integrating women into non-traditional activities; the part of the programme being implemented at the present time relates to the occupational integration of women into the building sector.

4. Health

54. In this area the aim is to develop the exact regulations for the exercise of the woman's rights to health in its more specific manifestations, with promotion of health education programmes on matters specifically affecting women in their double role as health-related subjects and agents by making video recordings on pregnancy, childbirth, post-natal period and the first few years of the child's life, together with the preparation of three brochures or guides to health on maternity, abortion and sexually-transmitted diseases; a part in these has been played by the Ministry of Health and Consumer Affairs and the Institute for Women's Affairs.

55. A youth programme on contraception has been put into effect in various towns, with the Ministry of Health making a study on adolescent pregnancy on the basis of data provided by the public hospitals and those under agreement with the National Health Institute (INSALUD).

56. As far as family planning services are concerned, 40 new teams have been set up within the INSALUD public health network and the antenatal obstetric units have been expanded as well.

57. With regard to voluntary interruption of pregnancy, the Supreme Court has ruled against the precautionary suspension of Royal Decree 2409/86, so that the application of the Law will now be facilitated.

58. The Ministry of Health has approved a prevention plan specifically for cancer of the breast and cervix uteri in accordance with the European programme in the same area, together with the preparation of a national plan for chronic diseases in which problems specific to women will be included.

59. In order to provide adequate training and permit the retraining of personnel in all areas connected with women's health, programmes for the retraining of personnel in family planning and care of pregnancy and childbirth have been put into effect.

PART II

60. Since the submission of our previous report there have been a number of changes of some importance in connection with the contents of the Convention.

1. For the first time the entry of women into the armed forces has been regulated by Royal Decree 1/1988 of 22 February.

   It is laid down in it that women may be admitted to all types of military employment, with the law guaranteeing their advancement under conditions of equality with men, without any differences other than those related to their physiological make-up in the provision and exercise of certain functions.

   Similarly, women may have access to selection boards for entry into the police force (Guardia civil) as ancillary members. So far a total of 36 women have applied to join the armed forces and 195 to join the Guardia civil.

2. The scale of compensation for injuries, amputations or deformities of a definitive and non-disabling nature for accidents at work and occupational diseases used to differ according to whether the person affected was a man or a woman. To eliminate the distinction existing on grounds of sex, the Order of 11 May 1988 was issued, stating that with effect from its entry into force the compensation would be the same regardless of the sex of the worker suffering the injury or deformity.

3. Approval of the General Law governing publicity in which it is established in title II, article 3 (a) that "publicity is illegal when it assails the dignity of humans or harms the values and rights recognized by the Constitution, especially those concerning children, young people and women".

4. The Law governing assisted reproduction techniques recognizes the right of women to procreate and establish the kind of family they wish to have, freely and responsibly, by stating in article 6 that "every woman may be a receiver or user of the techniques regulated by this Law, provided she has given her consent to the use of such in a free, conscious and express manner and in writing. She must be 18 years of age and possess full working capacity".

5. As a result of the approval of the Law governing Offences and Sanctions of the Social Order (1989), the following have become serious offences: sexual harassment at work; unilateral decisions by an entrepreneur involving favourable or adverse discrimination in regard to remuneration, working hours, training, promotion and other conditions of employment on grounds of sex; noncompliance with the regulations in force on the care of pregnancy and nursing periods, as well as the creation of conditions by means of publicity, dissemination of job offers, or by any other means constituting discriminations against or in favour of employment on grounds of sex.

6. The preference accorded to males over females in regard to the succession to titles of nobility has been ended, by reason of the fact that the Supreme Court has given several rulings by which it is laid down that "preference of men over women must now be considered discriminatory and is consequently abrogated as unconstitutional".

7. Mention should also be made of another ruling by the same Court in which it is decreed that women do not have to demonstrate that they resisted in cases of rape. The ruling is based on the fact that to ask women for a heroic stand in defence of their virtue and sexual freedom would mean to treat them with discrimination as compared with persons who have been victims of other crimes.

8. As pointed out in previous reports, despite the headway made from the point of view of true equality and the fact that barriers to access have disappeared, young women are still faced by a series of mechanisms that impede their integration into vocational training and employment.

61. Despite the positive trends in the level of female activity, which since 1984 has undergone an increase of almost 7 per cent, it is still below the average figure for the European Community, since in Spain, during the second quarter of 1991, the figure reached 33 per cent of the active population for women of 16 and over.

62. The women's health care services are being expanded in the Autonomous Communities in such a way that to date there are already 129 women's advisory centres, including 11 centres for information on women's rights, together with 56 hostels, 46 of which are intended for maltreated women, the responsibility for which lies with the municipal councils, provincial councils, the relevant Autonomous Community, and private groups functioning in the various Communities, with the financing stemming from subsidies from different institutions, among them the Institute for Women's Affairs.

63. Furthermore, as a result of broadening of the scope of policies on equality of opportunity, Institutes for Women's Affairs have been set up in the Basque Country, Valencia and Andalucia, together with other administrative structures with competence in equal opportunity policy, and 10 equal opportunity plans for women in a total of 17 Autonomous Communities in the Spanish State have been approved.

64. All of these are public bodies, responsible to the Government of the Autonomous Community, and their purpose is to promote conditions for social equality of both sexes and the involvement of women in the political, cultural, economic and social life.

65. It should be pointed out that with the object of increasing participation by women in public life, the Thirty-First Congress of the Spanish Socialist Party adopted a resolution establishing a quota of 25 per cent in order to encourage the presence of women and greater involvement of them in the area of socialist organization as well as in Spanish public life as a whole. At the present time there are in the Government two women ministers, an under-secretary, a government delegate and a secretary-general; for the first time the post of Auditor General is occupied by a woman, and the number of women Directors-General has been increased to 12 per cent.

66. Finally, it should be mentioned that the "Convention on the Elimination of All Forms of Discrimination Against Women" has been domestic Spanish law since its publication in the Official Gazette of 21 March 1984, and as one of our regulatory provisions it is obligatory and thus capable of being invoked in the Courts of Justice.

67. Furthermore, given its juridical status, no regulation enacted by the Spanish public authorities may run counter to the provisions of the Convention since, if it did, it would be null and void in law.

STATISTICAL TABLES ATTACHED TO PART II

Distribution of women's hostels by province

	Hostels	
	Maltreated women	Young mothers
Alava	1	
Albacete	1	
Alicante	1	
Almeria	1	
Asturias	3	1
Avila		
Badajoz		
Barcelona	1	
Burgos	1	
Caceres	1	
Cadiz	2*	
Castellon	1	
Cueta		
Ciudad Real	1	
Cordoba	1*	
Cuenca		
Gerona		
Granada	1	1
Guipuzcoa	2	
Huelva	1	
Huesca		
Jaen	1*	
La Coruña	2	
La Rioja	1	
Las Palmas	1	
Leon	1	2
Lerida		
Lugo		
Madrid	3*	2
Malaga	1	
Melilla		
Murcia	2	
Navarre	1	
Orense	1	
Palencia	1	
Palma de Mallorca	1	
Pontevedra	2	
Salamanca		
Santander	1	
Segovia		
Seville	1	1
Soria		
Tarragona	1*	
Tenerife	1	1
Teruel		
Toledo	1	
Valencia		1
Valladolid	1	1
Vizcaya	2	
Zamora		
Zaragoza	1	
National total	46	10

Source: Institute for Women's Affairs, July 1991.

* Opening soon (in Madrid and in Cadiz one will be opening soon).

Distribution of women's hostels according to organizations to which they belong

	Maltreated women	Young mothers
Municipal council	15	1
Provincial council	7	0
Autonomous Community	9	3
Private groups	15	6
TOTAL	46	10

Source: Institute for Women's Affairs, July 1991.

Distribution by province of maltreated women's hostels and organizations they belong to in terms of administration

	Municipal council	Provincial council	Autonomous community	Private groups
Alava	1			
Albacete			1	
Alicante	1			
Almeria				1
Asturias	1		1	1
Avila				
Badajoz				
Barcelona				1
Burgos			1	
Caceres			1	
Cadiz	1	1		
Castellon	1			
Ceuta				
Ciudad Real		1		
Cordoba		1		
Cuenca				
Gerona				
Granada				1
Guipuzcoa	2			
Huelva		1		
Huesca				
Jaen		1		
La Coruña	2			
La Rioja				1
Las Palmas			1	
Leon				1
Lerida				
Lugo				
Madrid			2	1
Malaga		1		
Metilla				
Murcia	2			
Navarre	1			
Orense				1
Palencia				1
Palma de Mallorca				1
Pontevedra	1			1
Salamanca				
Santander				1
Segovia				
Seville				1
Soria				
Tarragona	1			
Tenerife			1	1
Teruel				
Toledo			1	
Valencia				
Valladolid				1
Vizcaya	1	1		
Zamora				
Zaragoza				
TOTAL	15	7	9	15

Source: Institute of Women's Affairs, July 1991